



United States
Department of
Agriculture

November 2005

Wildlife Services Civil Rights Policy Statement

Animal and
Plant Health
Inspection
Service

Wildlife Services

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As the Wildlife Services Deputy Administrator, I want to share my civil rights policy with you and affirm why diversity in the workplace is critical in today's working environment.

I fully support the Administrator's civil rights policy stated in his letter of June 7, 2005. I am committed to ensuring that we have creative workplaces that embrace our employee differences, while integrating the strengths of our coworkers and customers alike. We owe our customers and coworkers respect as well as a fair and equitable customer service. In partnership with the Wildlife Services Management Team, I am committed to offering every Wildlife Services employee - regardless of age, color, race, national origin, religion, gender, disability, political beliefs, sexual orientation, and family status - the opportunity to make a living and contribute to the mission of the program.

We must strive for a workplace that is respectful and inclusive of all of our differences. But most of all, our actions must speak louder than our words. Wildlife Services managers, supervisors, and employees will continue to be held accountable for any actions that result in any infractions of this policy. We will ensure that we effectively address and resolve all conflicts and disputes in our workplaces.

I am committed to these goals and know that I can count on our Management Team and each and everyone of you as we strive to make them a reality as we continue to provide the excellent service to our cooperators and customers.

William H. Clay
Deputy Administrator
Wildlife Services



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